GRUMMAN
plane news

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New generation of Prowlers undergoing tests

Hanging in the dark cavelike room, the Grumman ICAP II Prowler looks strangely out of place. The dark cave is the Grumman Calverton anechoic chamber where electronic systems can be tested in an interference free environment. Dubbed P-99, Grumman's first production version of the new ICAP II Prowler is currently undergoing electromagnetic interference (EMI) testing in the chamber.

Dick Gregor, EA-6B Program Manager — Operations, says "the new airplane is the latest response to the ever changing threat in electronic warfare". "The ICAP II

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Aerospace news briefs

Record earnings

Grumman Corporation expects to report record earnings for 1983 in the range of $3.80 to $3.90 per share, announced Jack Bierwirth, Grumman Corporation Chairman.

"We expect 1984 to be another strong year," said Bierwirth. "Net earnings will probably be in about the 1983 range because we intend to make substantial research and development investments next year."

It's educational

Beginning next month, the Grumman Aerospace Voluntary Education Office will again offer a variety of after-hours courses. Topics include several computer-related courses as well as blueprint reading, electricity, oral presentations, defensive driving, and others.

Registration will be held by phone from 8 a.m. Monday, January 23 through 4:30 p.m. Wednesday, January 25. Special extension numbers will take callers at those times. The numbers are published in a Voluntary Education Announcement, which has been distributed to all departments and Employee Service Offices. If you can't locate a copy of the announcement, you can obtain one by calling Ext. 3385. However, no registration requests will be handled at that number.

Triple the chaff

Designed and fabricated by the Grumman Aerospace Pt. Mugu team, the Expanded Chaff Adapter (ECA) for the F-14 is a big hit.

Following the successful fleet deployment of the ECA, the Navy recently placed $1-million in orders for a rapid response procurement of an additional 14 units, associated support equipment and user handbooks.

The ECA provides for installation of an ALE-37A chaff dispenser module and avionic controls in the F-14 weapon rail — tripling the chaff dispensing capability of the Tomcat.

An assembly line facility has been established at Grumman's Pt. Mugu Operations in California.

Quality news

Corporate Quality and Safety Operations' organizational structure has been revised to improve efficiency and cost effectiveness.

Quality-Procured Material and Quality-Laboratory Operations have been combined into a new group called Quality Material Assurance. The heads of these former areas, John Lombardi and Lewis Golden, are director, Quality Material Assurance and deputy director, Quality Laboratory Operations, respectively.

New assignments

The following Grummanites recently received new assignments.

Robert Prais has been appointed director of Manufacturing Capital Programs and Computer Aided Manufacturing (CAM). He reports to Frank Messina, vice president-Manufacturing.

Bob Denien has been appointed deputy director of the Integrated Logistics Support (ILS) Department.

In Marketing and Advanced Technology Development, Fred Berger has been named deputy director, Advanced Development. The Advanced Development Responsibility Center managers report to Berger.

More tax bite

You may pay more Social Security tax in 1984. That's the result of a new Federal law, which took effect on January 1 and raised the ceiling on Social Security tax from $35,700 to $37,800. For 1984, the tax rate on employees will remain at 6.7 percent, while the employers' share has gone up to 7 percent.

Thus, the most Social Security tax any worker can pay in 1984 will be $2,532.60, compared to $2,391.90 in '83. The self-employed will pay $933.45 more, or a total of $4,271.40.

Tune in for plant closings

Before you gulp down your coffee and take a shower, listen to the following radio stations to find out if Grumman plants are closed due to bad weather.

WGSM 740AM
Huntington Station
(starting 7 a.m.)

WGBB 1240AM
Freeport
(24 hours)

WBLI 106FM
Medford
(24 hours)

WNYG 1440AM
Babylon
(24 hours)

WGLI 1290AM
Babylon
(starting 5 a.m.)

WLIM 1580AM
Medford
(starting 7 a.m.)

people

Skurla's honored

On Saturday, December 17, Embry-Riddle Aeronautical University presented Grumman Aerospace President George Skurla with an honorary doctorate in aeronautical sciences.

The presentation was made by University President Jack Hunt at the Fall Trimester Graduation ceremonies on the Daytona Beach campus in Florida.

As the guest speaker, Skurla made the commencement address to the new graduates.

A worthy citizen

It isn't every day that an ordinary citizen has a local government building named after him, but then again, Grumman retiree Lou Salvante is no ordinary citizen. The Suffolk County office center on Union Blvd. in Bay Shore was recently renamed the Lou Salvante Center, in honor of Lou's numerous contributions to the community's betterment.

Lou has lived in Bay Shore for 42 years and has also been a community activist for about as long. Among the local projects he's spearheaded have been the construction 30 years ago of the Bay Shore Marina, and the forming of the Awixa Pond Arts Center.

More recently, Lou has been president of the Bay Shore Chamber of Commerce for nine years and as such, has played a big role in Bay Shore's recent revitalization. He pushed for government funds to assist in refurbishing 95 percent of the storefronts on the village's Main Street. Nearby, rows of dilapidated houses were replaced by modern apartments.

The Center's renaming was the result of a proposal made by Suffolk County Legislator Ira Hariton. Lou didn't even know about Hariton's effort until he read about it in the local newspaper.

When the County Legislature approved the measure, Lou says he was "amazed . . . flattered . . . almost embarrassed.

"I didn't think it would come to pass," he adds. "It's very unusual for a private individual to have a government building named after him."

The building was officially renamed in a ceremony last month. Speaking at the ceremony were retired GAC senior vice president-Operations and former Board member George Titterton, Islip Town Supervisor Michael LoGrande, State Senator Caesar Trunzo, Assemblyman John Cochrane, Hariton, and others.

Before he retired in 1975, Lou was chief air traffic controller and corporate director of radio communications at Grumman Aerospace.

It's official. *Retiree Lou Salvante (C) is flanked by town, county, and legislative officials at recent building-renaming ceremony.*

Multi-million dollar pact

GAC to build nacelles for Fokker 100, G-IV

Grumman Aerospace has been awarded a $160 million-plus contract by Gulfstream Aerospace Corporation and Fokker, B.V. to manufacture nacelles and thrust reversers for their Gulfstream IV executive jet and Fokker 100 medium range passenger transport. Both aircraft will be powered by the new Rolls Royce produced medium bypass state-of-the-art engine, the Tay.

"We competed against bidders from around the world for this contract", says Grumman Aerospace President George Skurla. "This just proves once again that Grumman offers high-quality products at competitive prices to the aerospace industry. Our success in this area of the subcontracts business bears this out."

"This is one of the largest such contracts ever won by Grumman Aerospace," says Tom McGrath, vice president of Subcontracts & Commercial Products. "It calls for the design, development and fabrication of 270 shipsets of nacelles and thrust reversers for the new, quiet, fuel-efficient Rolls Royce turbofan engines." The Tay is the first new engine developed by Rolls Royce in more than 10 years. Production will begin in 1985.

The design, development and testing of the nacelles and thrust reversers for the Tay, along with fabrication of some of the detail parts, will be done in Bethpage. Final assembly will take place in Plant 77 in Stuart, Florida.

Grumman will deliver flight test articles to Gulfstream and Fokker in 1985. Certification and first delivery of the GIV will take place in 1986, while first delivery and certification of the F100 will take place in early 1987.

The new Gulfstream IV will look similar to the Gulfstream III on which Grumman collaborated in the design, development, certification and manufacture and which is currently in production. There will be a four-foot extension of the fuselage and the addition of a window on each side. State-of-the-art electronic flight instruments will be standard equipment.

The most important features of the new aircraft, however, will be its extended range and quieter operation as enhanced by the Rolls Royce Tay engine.

The Grumman-built nacelles and thrust reversers will also be sold to Fokker in the Netherlands for the new 100-plus seater, Fokker 100, launched November 25, 1983 in Amsterdam.

The Fokker 100 will seat 107 passengers. The new fanjet derived from the present Fokker F28 Mark 4000, will be powered by the new Tay engine of Rolls Royce, which is rated at 13,500 lbs of thrust. Fokker has ordered 100 Tay engines for the Fokker 100 Program.

The Fokker 100 will feature new advanced wing aerodynamics, 30 percent more efficient than the F28; new flight-back avionics including CRTs and ETIs certified for Category-3 landings, increased use of carbon fiber and aramide composites, strengthened undergear and new propulsion.

Over 210 Fokker F28 fanjets have been sold to the world's short and medium haul market. The 65-85 passenger jet is in use with Empire Airlines (Utica-Rome, N.Y.), with Eastex Corporation, and has been selected by Piedmont Airlines and Pilgrim Airlines.

Ferguson dies; director since '77

C. Clyde Ferguson Jr., a member of the Grumman Corporation board of directors, died December 21, 1983 at the age of 59.

A member of the board since 1977, Ferguson had served on the board's Audit, Corporate Responsibility, and International Operations committees.

The Harvard Law School professor was the United States Representative on the Economic and Social Council of the United Nations from 1973 to 1975. He also served as Deputy Assistant Secretary of State for African Affairs from 1972 to 1973 and as United States Ambassador to Uganda from 1970 to 1972.

Before joining the State Department, he was professor at Rutgers University's Law School and Teaching Fellow-in-Law at Harvard Law School. He was dean of Howard University's Law School from 1963 to 1969 and general counsel to the U.S. Commission on Civil Rights during the Kennedy administration.

Ferguson graduated cum laude from Ohio State University in 1943 where he received his A.B. degree. In 1951, he received his LLB (cum laude) from Harvard Law School. He was a member of the bar in Massachusetts, New York and New Jersey.

C. Clyde Ferguson Jr.

In 1980, he was named Henry L. Stimson Professor of Law at Harvard, teaching courses on international human rights, civil procedure and law in the new economic order. He served as president of the American Society of International Law from 1978 to 1980.

A native of Wilmington, North Carolina, Ferguson served in the U.S. Army in Europe and the Pacific for four years in World War II and was decorated with the Bronze Star.

Health insurance note for parents

Health insurance for dependent children who reach 19 before the end of January, 1984 expires on February 1, 1984, unless the children are full-time students. Coverage for full-time students expires the February 1st following their 24th birthday.

Once this coverage expires, the Insurance Department can provide you with a conversion application so you may select one of several individual policies. Written application for conversion policies must be made to The Travelers Insurance Company within 31 days of the termination of insurance. These policies are on a direct payment basis with Travelers. Call Ext. 3146 for rate information and applications.

Parents with children who are incapable of self-support because of mental or physical handicap should call Ext. 3044 for information about continued health coverage under the Grumman Group Insurance Plan.

Take credit when it's due

The Career Education and Training Department recently had four courses reviewed by the University of the State of New York — Program on Non-Collegiate Sponsored Instruction. The following recommendations were made:

Contract Changes and Modifications — (HH02237). Recommended for two credits in Business Administration or related field, in the upper division baccalaureate category.

Defense Marketing and the Proposal Process — (HH02264). Recommended for two credits in Business Administration or a related field, in the upper division baccalaureate category.

Government Contract Law — (HH02226). Recommended for two credits in Business Administration or a related field, in the upper division baccalaureate category.

Fundamentals of Supervisory Management — (EE01541). Recommended for two credits in Management, in the lower division baccalaureate/associate degree category.

These credit recommendations guide colleges and universities throughout the country in awarding credit at the undergraduate and graduate levels to persons who have successfully completed these courses. In this way, students are assisted in receiving academic recognition for learning gained in these courses.

GRUMMAN plane news

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Bischoff named '84 Blood Program chairman

The Grumman Blood Program is looking for more people to roll up their sleeves and "give the gift of life" in 1984. Its goal: to exceed last year's tally by a minimum of 1,000 pints.

Will Bischoff, vice president and chief engineer, is this year's chairman of the Blood Program. He succeeds Herb Grossman, vice president, Bethpage Operations. Assisting him will be Blood Program Director Bruce Hausser and team members Jack Van Name, Jim Garraffo, and Patty DeMario.

The Blood Program was an unqualified success in 1983. The 1982 total was exceeded by 900 pints, for a grand total of 7,047 pints. And that's just the quantity that has been measured to date; once late-'83 drives are tabulated, the amount will be even greater.

The '83 figure shows how dramatically donations have increased over the past few years. The total in 1981 was just over 4,700 pints, while in '82 the total reached 6,000 pints.

Right now, about 3,500 Grummanites are registered as blood donors. One innovation made by last year's team was the distribution of pledge cards to new employees during orientation.

"If we can obtain a thousand more pints over last year, that'll be a great improvement," Bischoff says. "Of course, ideally, we'd like to exceed it by an even greater figure."

However, he adds, "even though we set higher goals for ourselves each year, the Blood Program isn't a competitive type of effort. We're not interested in which department produces the most improvement the year it chairs the drive. People should give blood because they want to, because they see the need for it."

That "need" Bischoff refers to is urgent. The 43 hospitals who receive blood supplies from the Long Island Blood Services require about 600 pints per day. Since donations fall short of that, the Blood Services has to purchase about 35 percent of its supply from Europe.

Variety of innovations

Like last year, the blood program team will try new ways to bring in donors. Also, those who already donate blood will be encouraged to do it more frequently.

"There will be more blood donation days," Bischoff says. "We'll go to the major plants at least three times a year, instead of just once or twice. There'll also be more night drives than there have been."

Mobile vans

Another innovation will be wider use of mobile vans, which are loaned to Grumman by Long Island Blood Services. They will enable blood drives to be set up at small plants. At sites such as the Grumman Data Systems offices in Woodbury, for example, the van will stop at one building for a day, and then move on to another.

"It would save people from having to drive to another plant to donate blood," Hausser says. He adds that one mobile van was tried out for a day in September of 1983 and "worked out very well."

A family affair

Many Grummanites probably aren't aware that members of their families can donate blood at a facility in their town, then have it credited to Grumman's Blood Program. And, in addition to regular employees, one group that has been especially generous with donations has been the summer employees.

"The summer kids are super," Hausser notes. "You can only give blood once every 57 days. I have found that many of the students will give blood both at the beginning of the summer and again just before they leave. The younger generation seems to be very motivated about giving blood."

In '83, Grumman began sharing its success story with other companies. Last year's Chairman Grossman visited a number of firms to give pointers on how best to set up a blood drive, and also oversaw the production of a slide presentation. This year, in March, Blood Drive Chairman Bischoff will speak on this topic to representatives from over 100 companies at a meeting in New York City.

A helping hand

Hausser credits the success of the Blood Program to the hard work of everyone who lends a hand, in addition to donors. "Whether they're security people making announcements, receptionists giving directions, or anyone else who's involved, we always get a positive response from Grummanites.

"I can't give enough praise to last year's Blood Program team for the outstanding job they did to make it run smoothly," he adds. Besides Grossman, the '83 team included campaign managers Joe Frisino and Vince Holder, and team members Mary Harse and Howard Teichmann.

Retirees donate time, too

"And some mention should be made of the retirees, who give hours of their own personal time, enthusiastically, to the blood drives. We even have a crew of regulars — Bill Jeffries, Al and Mary Kunkel, Helena Stone, and Catherine Slechten. Those five people help out at almost every blood drive at every plant."

Where and when to give

Here's a rundown of the dates, times, and locations for blood drives in the months of January through April. Subsequent drives will be announced at a later date. For more information, call Ext. 8920.

Date	Location	Time
Jan. 17, 18	Pl. 35	8:45 a.m. — 2:15 p.m.
Jan. 24, 25	Headquarters	8:45 a.m. — 2:15 p.m.
Feb. 15, 16 *(day)*	Pl. 43	8:15 a.m. — 1:45 p.m.
Feb. 16 *(night)*	Pl. 43	4:45 p.m. — 8:45 p.m.
March 13, 14, 15	Woodbury — various plants (mobile unit)	8:45 a.m. — 2:15 p.m.
March 21, 22 *(day)*	Pl. 2	8:15 a.m. — 1:45 p.m.
March 22 *(night)*	Pl. 2	4:45 p.m. — 8:45 p.m.

obituaries

JOHN D. CHENERY of Parts & Paint, Plant 3, died December 4 at the age of 63. He had been with the company since 1957 and resided at 90-46th Street, Islip.
JOHN J. SINNOTT of Conventional Machines, Plant 3, died December 7 at the age of 64. He had been with the company since 1954 and resided at 132 Michael Ave., Farmingdale.
JOSEPH P. BARTLEY of Small Parts Fabrication, Plant 2, died December 12 at the age of 60. He had been with the company since 1944 and resided at 12 Radcliff Blvd., Glen Head.
BARBARA A. BREM of General Commodities, Plant 30, died December 19 at the age of 57. She had been with the company since 1944 and resided at 2365 First St., East Meadow.
EUGENE SENG of Air Traffic & Radio Comm., Plant 7, died December 15 at the age of 60. He had been with the company since 1965 and resided at 46 Union Ave., Center Moriches.

Personals

My family and I would like to thank all of our friends and co-workers at Grumman for their thoughtfulness during the recent loss of my father. **Pete Dutton and Family**

We would like to thank all the people at Calverton and Employee Service for their prayers, thoughts and flowers. God Bless you. **The Family of Richard Walsh**

On behalf of my family and myself, I want to thank all my friends at Grumman for their kindness, generosity, and expressions of sympathy during the recent loss of my wife Carol. **Fred Rademacher**

On behalf of the Ohler Family, I wish to thank all of my friends and co-workers at Grumman for their kind expressions of sympathy following the death of my son Michael. Your cards, gifts and prayers certainly helped to ease our grief. **John C. Ohler**

I have been an employee of Grumman Aerospace Corp. for the past twelve years. Recently, I have been out on sick leave for the past five months. I have been periodically receiving a letter and assistance from Employee Services. One can not express how much this is appreciated. I would like to take this opportunity to thank Grumman for being so helpful. These efforts make being a member of the Grumman family special to me. **Ellen Howe**

On behalf of my family and myself, I would like to thank all my friends at Grumman for their kindness and sympathy during the recent loss of my son, Mark. **Sal Stassi**

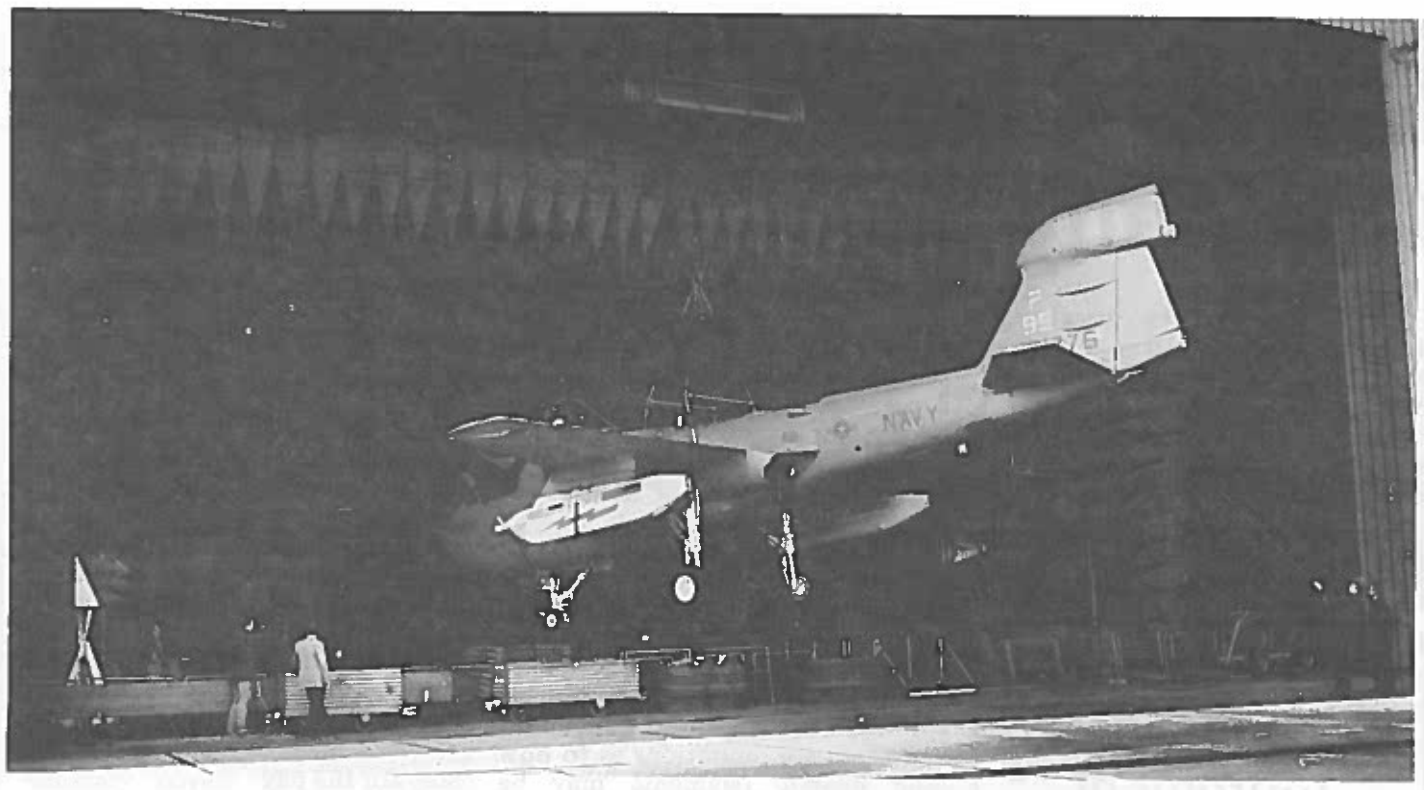
Our family wishes to thank our friends at Grumman for their generosity and thoughtfulness during the recent loss of our grandfather. **Suzy and Cathy Grastataro**

I would like to thank everyone for their kind expressions of sympathy at the recent loss of my father. **Hank Spinks**

I would like to express my thanks to my fellow workers for their cards, flowers, and phone calls during my recent convalescence at home. **Pam Anderson**

My family and I wish to extend our sincere thanks to all my friends at Grumman for their kindness and thoughtful expressions of sympathy during the recent loss of my mother. **Dan Ryan**

On behalf of my sons and myself, I would like to express my deep appreciation to all my friends and co-workers at Grumman for their kindness and sympathy during my recent loss of my husband. **Marie Schreiber and sons**



Set to go. *The first ICAP II EA-6B production aircraft rolled into the anechoic chamber at Calverton shortly before Christmas. The ICAP II design is the fourth version of the Prowler. The first three ICAP II production aircraft will be delivered to the Navy in May 1984. Anechoic chamber tests will be completed next month. (Photos by Gerry Costello)*

In EW environment, ICAP II Prowler will be tough to beat

(Continued from page 1)

configured Prowler will be in the chamber for a month to perform EMI tests to assure optimum system performance. After completion of chamber tests in early February, both P-99 and P-100 will be flight tested at Calverton by Grumman and Navy crews prior to final delivery."

The ICAP II design is the fourth version of the Prowler, a tactical jamming system developed by Grumman to neutralize enemy radars and communications. Although the tactical system has been modernized, its airframe has not changed substantially since the first production version. The plane's fuselage accommodates the crew of pilot and three electronic countermeasures officers (ECMO), with special pods to house the system's jamming transmitters.

The ICAP II is the first Prowler to be outfitted with the Navy's new standard AYK-14 computer. The computer, coupled with a new Teledyne display system, offers "considerably more capability than was possible in previous models," says Gregor.

Navy Cdrs. Doug Cook and Denny Krieger, NAVAIR EA-6B Deputy Program Managers, recently visited the Calverton site for a preview of the ICAP II Prowler. Cdr. Cook says, "The Navy is very high on the new system because it greatly increases our capability to cope with the threat. The nature and sophistication of the enemy threat is always changing and we have to adapt our defenses and countermeasures accordingly. The ICAP II system enables us to stay current in the (EW) game."

The ICAP II series offers several significant improvements over previous airborne EW systems. "The most important change is probably the addition of the universal exciter — the first significant update to the jamming system in some time," continues Cdr. Cook. "It gives us the flexibility to mix transmitters in the pod, which we had not been able to do before, and allows us to generate a virtually unlimited number of modulations to cope with changes in the threat. We will also be putting in an advanced inertial navigation system, the ASN-130, which is currently in the F-18."

Cdrs. Cook and Krieger were also at Calverton to get a look at the modification line now in-place to update EXCAP Prowlers to the new ICAP II configuration. Two such airplanes are currently undergoing the conversion process.

Cdr. Cook says the modification program is scheduled to include 15 EXCAP airplanes in addition to one pre-production Prowler currently at NAS Whidbey Island. The modification program will supplement the production of the new ICAP II Prowler system of which the Navy has contracted for four ICAP II airplanes of the six aircraft in Fiscal 1982, six in Fiscal 1983, and eight in Fiscal 1984. "We also have advanced procurement for an additional eight ICAP II Prowlers for Fiscal 1985. I anticipate that Grumman will be building the new systems for us at a minimum rate of about eight airplanes per year through Fiscal 1988 before we go to the next step with the ADVCAP (advanced capability) design for the airplane in the 1990's," he says.

The Navy is scheduled to take delivery of its first three ICAP II Prowlers in May 1984 when the airplanes will undergo in-service flight trials.

'The Navy is very high on the new system because it greatly increases our capability to cope with the threat.'

Cdr. Doug Cook

On location. *During his recent trip to Calverton, Cdr. Denny Kreiger, NAVAIR EA-6B Deputy Program Manager, had the opportunity to talk with Grummanites working on the Prowler line at Plant 6.*

Benefits '84

Company unveils improvements

Over the holiday break, all Grummanites received an outline of the improvements to the company's benefits package for 1984.

Here is a brief summary of those changes that became effective January 1, 1984.

There were two changes to the Grumman Pension Plan:

Alternate Beneficiary Option: Under the previous provisions of the Pension Plan, only a surviving spouse could be eligible to receive a pension benefit on the occasion of an employee's death. The surviving spouse's benefit is payable for life under one or another of the various options which may be selected at the time the employee retires. Effective January 1, a non-spouse may be designated as beneficiary by the retiring employee. Under a non-spouse beneficiary option, the retiring employee's pension will be reduced and there are limitations as to how long benefit payments may be made to the beneficiary. Contact the Pension Department, Ext. 6282, in Plant 28, for more details.

Pension Benefit to Dependent Children: Under the previous provisions of the Pension Plan, no pension benefit was payable to dependent children of an employee who dies while in active service and without a surviving spouse.

Effective January 1, if an employee with 10 or more years of services dies while in active service, and there is no surviving spouse, a pension benefit will be paid to dependent children. In addition, a pension benefit is also payable to the dependent children of a surviving spouse who dies while receiving a pension benefit. These pension benefits to dependent children are added without cost to the employee.

Two-for-one program

As of the first of the year, Grumman will contribute two dollars for every dollar a Grummanite contributes to an eligible institution of higher learning. The Matching Gifts Program used to match an employee's contribution dollar for dollar. The maximum contribution eligible for the match is $1,000 per year to any one institution and $10,000 to all institutions.

Stay for the pay

Previously, employees who were eligible for more than 20 days vacation time in a calendar year could choose to receive payment for unused vacation time in excess of 20 days. Effective January 1, all employees who are eligible for vacation time in excess of 15 days may elect to receive payment for the unused time in excess of 15 days.

Year round enrollment

The opportunity to elect the deferred compensation option (DCO) in the Employee Investment Plan (EIP) used to be limited to an annual enrollment period each summer. From now on, employees can initiate, increase or decrease deferred contributions at any time within the established limits and guidelines.

Changes can be made to your DCO contribution by filling out a DCO/EIP card which is available at all Employee Services (ES) offices. If your ES office does not have the card, call the Employee Investment Plan office in Plant 28, Ext. 7250.

Better life insurance

Since 1978, a voluntary life insurance purchasing plan has been available to Grummanites who wish to supplement their company-provided group life insurance coverage. This program has been called the Grumman Family Protection Plan. It has been administered by Corporate Benefit Systems, Inc.

Effective in 1984, a new and improved "Universal Life" insurance option will be offered to employees on a voluntary basis to replace the current Family Protection Plan. This new insurance plan has significant advantages over the current plan. Cash values accumulate at interest rates which reflect current economic conditions. Eligible participants in the current plan may find it advantageous to exchange their existing policy for the new "Universal Life" policy or to upgrade their protection and qualify for added benefits.

Details of this program will be mailed to all Grummanites who are eligible this month. Interested employees will have the opportunity to discuss the program with CBS representatives in late January and in February.

Introducing phased retirement

Included in the year-end letter which highlighted new benefits for 1984 was the announcement of a new phased retirement program.

The program's aim is to facilitate the transition from full employment to full retirement with mutual concern for the needs of the company and the employee. Employees who have reached the age of 60 will be eligible — with company consent — to reduce their work week according to a specified schedule.

Details of this new program will be available later this month.

calendar

Aikido Club: (Martial Arts) every Wed., 5 p.m., Recreation bldg. Beginners class. Guests welcome. M. Brooks, Ext. 115-6171/H. Brondo, Ext. 2719

Alcoholics Anonymous: every Mon., 4:30 p.m., Pl. 15, conference room C, closed meetings; Personnel Relations, Ext. 3521, Great River meetings: every Wednesday. 4-5 p.m. T. Connolly, Ext. 3521, Calverton: Chemical Dependency Discussion Group, every Mon., 4-5 p.m., Guard Hdq., open meeting. Personnel, 369-6759, C. Robb, Ext. 117-7038

Amateur Radio Club: every 3rd Wednesday of the month. Plant 5 conference room BD-1, 5 p.m. B. Wengler, Ext. 4187

American Production & Inventory Control Society: Tues., Jan. 24, Musicaro's, Melville, 6:30 p.m. dinner, 8 p.m. speaker. Guest speaker will be Les Chapman. Topic: "Problem Solving In Production & Inventory Control." Guests welcome. Norm Heilweil, Ext. 2250.

American Society of Mechanical Engineers: Wed., Jan. 18, Sheraton, Hauppauge, 7:30 p.m. Recent advances in heat transfer, guest speaker will be Dr. G. Green of Brookhaven National Lab. Guests welcome. Ed Lee, Ext. 6658.

ASHRAE: Wed., Feb. 8, The Linden Tree, 6 p.m. Technical/Social meeting, guests welcome. A. Rubenstein, 391-5423.

C.B.I. Vets Association: Tues., Jan. 31, Recreation Bldg., 5 p.m. Business meeting and membership drive. Guests welcome. Ray Fong, Ext. 2484 or Walter Pytlowany, Ext. 3926.

Chess Club: every Fri., Recreation bldg., 5 to 11 p.m. Beginner-Expert, guests welcome. K. Marley, Ext. 4901/N. Corso, Ext. 9600

Coin Club: (Calverton) every Fri., noon lunch, Pl. 6, A-6 Action Center conference room. Grumman employees welcome. N. Evangelides, Ext. 117-7242

Computer Club: 1st and 3rd Mondays of every month, Recreation bldg., 5 p.m. Computer discussion and demonstration/beginner to advanced programming. Guests welcome. J. Hayne, Ext. 4945/P. Frumkin, Ext. 5134

Dance Club: every Wed., 5-8 p.m., Recreation bldg. Guests welcome. S. Koppell, Ext. 115-3800

Duplicate Bridge Club: every Thrusday, Recreation bldg., 6 p.m. Guests welcome. P. Gill, Ext. 115-8414

Equestrian Club: every weeknight, Knoll Farm, Brentwood, 6 p.m. Grumman employees and immediate family only. J. Eisenhower, 115-6211

Fencing Club: every Wed., 4:30-6:30 p.m., Recreation bldg. Free instructions, guests welcome. J. Hayne, Ext. 4945/P. Chaldaris, Ext. 3486

Folk Dancer's Club: (Calverton) every Thurs., 2nd floor, Pl. 6, lunchtime, Grumman employees only. J. Hamelman, Ext. 117-6835

Klown Klub: every second Tuesday of each month, Recreation bldg., 4:15 p.m. Guests welcome. M. Deyns, Ext. 7564

Grumman Coin Club/(Bethpage): Wed., Jan. 25, Plant 25, Vendor Conference Room, 12:05 p.m. Informal lunchtime meeting. Ken Hale, Ext. 1825.

Grumman Disabled American Vets Club: Wed., Jan. 18, Plant 3 cafeteria, 4 p.m. All disabled American vets are welcome. O. Lewis, Ext. 4476.

Grumman Flying Club: Mon., Jan. 16, Cosmopolitan at Republic Airport, 5:15 p.m. Regular monthly membership meeting. Guests welcome. Roy Reisch, Ext. 4847.

Grumman French Club: Tues., Jan. 24, at 108 North Windhorst Ave., Bethpage, 5:30 p.m. Guests welcome. Louis Kaufman, Ext. 2323 or John Selby, Ext. 6608.

Grumman Motorcycle Club: Wed., Jan. 18, Recreation Bldg., 5:30 p.m. General meeting and nomination of officers. Guests welcome. J. Mehnert, Ext. 6163.

Grumman Scuba Divers Club: Thur., Feb. 9, Fox Hunt, 7:30 p.m. Guests welcome. P. Craig, Ext. 5256.

Grumman Ski Club: Tues., Jan. 17, McKeon's, Hicksville. Guests welcome. Art Garmendia, Ext. 7819/8910.

Grumman Theater Guild: Wed., Feb. 1, Kenny's Grill, Bethpage, 5:30 p.m. Guests welcome. Dave Rosenberg, Ext. 1943.

IEEE Long Island Section: Wed., Jan. 18, Wok Restaurant, Huntington Station, 6 p.m., dinner meeting. Topic: "IEEE sponsored technical tour of the peoples republic of China." Guest speaker will be Rod Lowman of AIL/Eaton Corp. A. Goldman, 249-6200.

Retiree Club: Wed., Jan. 25, Recreation Bldg., 1 p.m. Guest speaker will be J. J. Carroll, V.P. Community Relations, Grumman Corp. Retirees and spouses. Ellen Drasser, 575-2133.

Society of Logistics Engineers: Tues., Jan. 24, Antuns, Hicksville, 5:30 p.m. Dinner meeting, guest speaker will be Dr. Richard A. Lancioni from Temple University. Guests welcome. Stan Lane, Ext. 7527.

Society of Manufacturing Engineers: Mon., Jan. 16, Polytech Institute of N.Y., Farmingdale, 7:30 p.m. Technical Presentation, Two Arc Welding Robot. Guest speaker will be Mr. Anthony Hess of Comet Welding Systems, Illinois. Guests welcome. V. Pavlik, Ext. 5253.

scorecard

Hockey action

The Grumman hockey team dropped a hard fought game to first place Ebbets Field losing 8 to 5. The Tomcats were held scoreless until 11:07 of the final period when defenseman Dave Drew got them on the board. Another defenseman, Brian Burke lead the team with three goals followed by right wing Tim Shelly with one goal and one assist. Captain Jim Allen contributed three assists from his left wing position while center Tom Carrol added one.

The team is said to have sorely missed its leading scorer center Mike LaBianca who was absent from the ice. LaBianca returned for the following game against Airborne on November 23 however, and helped the Tomcats better their previous widest margin of victory, winning 17 to 2. The rookie center had a hat trick in the first period and finished the night with a team high five goals and four assists. Shelly also picked up a hat trick as well as three assists while Allen and Carrol contributed two goals each.

Softball call

The organizational meeting for the Grumman women's varsity softball team is set for Monday, February 13 at 5 p.m. in the Plant 15 buffeteria.

Coach Al Grillo hopes to field another winning team this year after compiling an impressive record of 10 wins against three losses last year in the L.I. Class B Wesco Open League and taking the team to the National Softball Tournament in Tulsa, Oklahoma.

"We really need a strong turnout this year in order to put together another winning team and make it to the Nationals in Chatanooga, Tennessee this summer," says Grillo.

Any Grumman women seeking further information, can contact Grillo, Ext. 2856 or 2857; or Barry Hughlock, Ext. 0663.

China vacation

Grumman Recreation is offering a truly different and exotic vacation for Grummanites this year with the Golden Route Experience Tour to China.

Focusing on China's most sought after cities and the idyllic West Lake region, the tour's 17-day itinerary covers 12 full days in China visiting six cities including: Beijing; Xi'an; Shanghai; Guilin; Hangzhou; and Guangzhou — plus the added bonus of Hong Kong. The cost of the trip for Grummanites, based on double occupancy, is: $2,720 from New York; $2,720 from Atlanta; and $2,743 from Ft. Lauderdale.

The Golden Route Experience Tour leaves Friday, April 13, when a Northwest Orient Airlines 747 jetliner will jet vacationers across the Pacific, arriving in Hong Kong the next day. The return flight will bring tourists home on Sunday, April 29 after 17 full days of revelling in the Chinese Orient. Train rides, boat cruises, full breakfast, lunch and dinner are included throughout the stay in China and in Hong Kong. More details are available by calling Ellen Drasser at 575-2133 (Ext. 2133) or by dropping in at the Grumman Recreation Office in Plant 28A.

Links champs. *Ralph Marangio (L) and Harry Watson (R) won the 1983 Plant 77 Sunshine Golf League Championship. Vice President Ed Dalva (M), general manager of Stuart Operations presented the plaques to the winners. Marangio and Watson were the winners of the Thursday night Martin County Country Club League and beat the winners of the other two Stuart golf leagues in a special 18 hole play-off between the league champions held on December 3, 1983 at Cypress Links, Jupiter, Fla.*

Quick hands. *Handball tournament winners are all smiles as they accept their trophies: (L to R) Steve Coniker, singles runner-up; Sam Ferrantino, doubles champion; Bernie Pilossoph, singles and doubles champion; Larry Langsam, doubles runner-up; and Craig Goodman, doubles runner-up.*

Off-the-wall. *Paddleball doubles winners of the 1983 Bethpage tournament were: (L to R) John Tilders, doubles runner-up; Larry Langsam, champion; Craig Goodman, champion; and Martin Rissi, doubles runner-up.*

Ringers. *Herb Mahoney (L) of Grumman Recreation presents trophies to the winners of the Annual Horseshoes Tournament: (L to R) George Demrest, first place singles champion; Bill Reuschel, first place doubles; John Yander, first place doubles; and Jack Damico, second place doubles. (Not shown) Charles Motzer, second place doubles.*

Your 1984 vacation getaway awaits you

The Grumman Recreation Association (GRA) is presenting a number of different vacation packages designed to entertain everyone from sun worshippers to ski bums.

For those who are constantly extolling the virtues of winter's white wonders with "Think Snow" bumper stickers, GRA has scheduled a ski weekend for February 3 through 5 to Killington, Vermont. Departing Friday evening February 3, at 5:30 from the overflow parking field (west side of South Oyster Bay Road), the deluxe lavatory-equipped bus will be heading up to the Killington ski area where vacationers will spend two nights in the Sheraton North Country Inn, in West Lebanon, N.H. Ski equipment rentals and instructions are available. The cost of the trip varies according to the accommodations desired; double occupancy rates start at $159 per person.

South of the border

For those Grummanites who would rather leave the winter cold north of the border in favor of the warming rays of the sun, there is the Grumman Mexico City-Acapulco tour. Set for the week of February 27 through March 5 and priced at $579 per person (based on double occupancy), the trip includes round-trip airfare from New York to Mexico City with three nights in the Geneve Hotel. In Acapulco, vacationers will stay four nights in the El Presidente Hotel. Day tours, complimentary meals and cocktails as well as all round-trip transfers to and from airports are also included.

Old fashioned fun

Grummanites looking to relax closer to home in less exotic atmospheres can enjoy an old fashioned New England weekend in Sturbridge, Vermont. Leaving Friday, February 24 at 5:30 p.m. from the overflow parking field and returning Sunday, February 26 at approximately 7:00 p.m., the trip features round trip transportation and two nights stay at the Sturbridge Sheraton Resort. Also included in the $185 per person (double occupancy) cost is admission to nostalgic Sturbridge Village, a dinner at Sturbridge Public House and a pre-departure Sunday brunch.

More of the New England area is available to vacation-minded Grummanites with a Woodloch Pines weekend in March. Scheduled for March 9 through 11, the bus trip is a perennial favorite that includes two nights at Pennsylvania's Woodloch Pines Resort and five full course meals. Nightly entertainment and numerous activities are also provided at a total cost of from $185 to $219 per person (double occupancy) depending on which of several plans is chosen.

March is also the "Time For Israel" for some vacationers. Eleven days and nine nights from March 22 through April 1 are included in the "Time For Israel" trip for a per-person double-room rate of $1,188. The trip offers first class accommodations in four major cities including: Jerusalem; Haifa; Galilee; and Tel Aviv; as well as sightseeing and all transfers.

More info

Information on all these vacations and many more is available at the Grumman Recreation Office in Plant 28A. Questions should be directed to Ellen Drasser at 575-2133 (Ext. 2133). The GRA office advises Grummanites to move fast as some trip reservations are due soon and many are booking up fast.

Adoption books now available

Several libraries on Long Island are now stocking *New York State's Waiting Children*, better known as the Adoption Blue Books.

The books comprise a photographic listing of all children in New York who have been legally freed for adoption, have been in foster care for over 90 days, and are waiting to be adopted. Supplemented with descriptive text about the children and their specific needs, the listings are published so that prospective adoptive parents (single parents are eligible, too) may literally "look up" a child for adoption.

After a person decides upon a child, that person may then telephone the listed number, state an interest in the child that is listed, and indicate the child's Blue Book number to the Social Services Adoption Service staff. If the child is still available for adoption, the staff person will provide the caller with the name and number of the proper agency that can provide further information about the adoption process.

retirees

On behalf of our fellow workers, PLANE NEWS salutes the following men and women for their contribution to the company and wishes them well in their retirement. Those who retired in December were:

Ronald J. Corl (5), Peter J. Dunne (30), John W. Fritz (30), Olga O'Neil (30), Robert B. Sanders (35), Henry G. Wacker (24) Arthur H. Wintjen (4).

Those who retire in January are: Arthur L. McClanahan (25), Sergei N. Camp (25), Rene Legault (44), Marcel Piry (40), Melvin B. Martin (05)

letters

Dear Editor,

Liver diseases show no mercy. It strikes all ages from babies — to the very old. We hope to reach individuals who might need help. Write to: The Long Island Chapter of the American Liver Foundation, 87 Ashland Drive, Kings Park, N.Y. 11754. Our phone number is (516) 724-1340.

Thank you.

Sincerely yours,

Sheila Irvine
President, L.I. Chapter
American Liver Foundation

GRUMMAN plane news

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